

**From:** [Sia Lagos](#)  
**To:** [Catherine Sullivan](#)  
**Cc:** [Darrin Moy](#); [Andrea Jarratt](#); [Warwick Soden](#); [David Pringle](#); [Kathryn Hunter](#)  
**Subject:** RE: NOR Team: Registrar resourcing & budget  
**Date:** Friday, 12 October 2018 1:46:30 PM

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**UNCLASSIFIED**

Hi Catherine

Many thanks for this. As you may be aware, we have been working with Darrin on finalising the recruitment arrangements and everything is progressing well.

Kind regards

Sia

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**From:** Catherine Sullivan  
**Sent:** Wednesday, 10 October 2018 9:18 AM  
**To:** Sia Lagos <[Sia.Lagos@fedcourt.gov.au](mailto:Sia.Lagos@fedcourt.gov.au)>  
**Cc:** Darrin Moy <[Darrin.Moy@fedcourt.gov.au](mailto:Darrin.Moy@fedcourt.gov.au)>; Andrea Jarratt <[Andrea.Jarratt@fedcourt.gov.au](mailto:Andrea.Jarratt@fedcourt.gov.au)>; Warwick Soden <[Warwick.Soden@fedcourt.gov.au](mailto:Warwick.Soden@fedcourt.gov.au)>; David Pringle <[David.Pringle@fedcourt.gov.au](mailto:David.Pringle@fedcourt.gov.au)>; Kathryn Hunter (CFO) <[Kathryn.Hunter@fedcourt.gov.au](mailto:Kathryn.Hunter@fedcourt.gov.au)>  
**Subject:** RE: NOR Team: Registrar resourcing & budget

**UNCLASSIFIED**

Hi Sia, Finance has reviewed the financials around the proposed NOR recruitments. On the assumption that there is a retirement in 19/20 FY of a current JR, which I understand is assumed and which we have factored into the costings, the proposed recruitment is within budget.

Warwick is happy for the recruitments to be finalised as you have proposed.

Regards

**Catherine Sullivan | Executive Director, Corporate Services**

Corporate Services | Federal Court of Australia

Level 16, Queens Sq, Sydney NSW 2000

p. 02 9230 8609 | m. 0409 394 368 | e. [catherine.sullivan@fedcourt.gov.au](mailto:catherine.sullivan@fedcourt.gov.au)

[www.fedcourt.gov.au](http://www.fedcourt.gov.au)

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**From:** Sia Lagos  
**Sent:** Friday, 5 October 2018 4:20 PM  
**To:** Catherine Sullivan <[Catherine.Sullivan@fedcourt.gov.au](mailto:Catherine.Sullivan@fedcourt.gov.au)>  
**Cc:** Darrin Moy <[Darrin.Moy@fedcourt.gov.au](mailto:Darrin.Moy@fedcourt.gov.au)>; Andrea Jarratt <[Andrea.Jarratt@fedcourt.gov.au](mailto:Andrea.Jarratt@fedcourt.gov.au)>  
**Subject:** NOR Team: Registrar resourcing & budget

**UNCLASSIFIED**

Dear Catherine

As per your discussion with Warwick regarding the registrar recruitment exercise, please find attached the proposal regarding registrar resourcing for 2018/2019. I have just had a meeting with Darrin regarding the proposal and proposed remuneration offers to the recommended candidates and he supports the proposal. I understand that Warwick has requested from you a reconciliation of the resourcing costs in terms of the NOR Budget for 2018/2019.

Can you please review the proposal and advise that the resourcing can be accommodated within

the NOR Budget appropriation for 2018/2019.

Kind regards

Sia

**Sia Lagos** |

**Principal Judicial Registrar & National Operations Registrar** |

Federal Court of Australia |

**p.** 03 8600 3505 | **e.** [sia.lagos@fedcourt.gov.au](mailto:sia.lagos@fedcourt.gov.au) | [www.fedcourt.gov.au](http://www.fedcourt.gov.au)

## JUDICIAL REGISTRAR RECRUITMENT - BUDGET

To build a national registrar resource base that meets workload and complexity demands, it is proposed that the following changes to registrar resourcing are implemented and the recommended candidates offered positions as outlined below. The proposal is budget neutral for the 2018/2019 NOR Team budget. While the overall costs of the proposal is an additional \$186,339 this is based on costs for the full financial year, however the recommended candidates would not commence with the Court until December 2018 and the new National Judicial Registrar position in NSW would have to be advertised so it is unlikely this position would be filled before February/March 2019. As the majority of these costs are already budgeted for in the 2018/2019 NOR Team budget from 1 July 2018, overall there would be salary savings from July 2018 until December 2018. In addition, there are 6 other registrar positions (2 x Judicial Registrar positions & 4 National Registrar positions) that have been budgeted for in the NOR Team budget from 1 July 2018, however the candidates are not commencing with the Court until October 2018. Taking into consideration these savings the NOR budget for 2018/2019 is currently, and would continue to be underspent.

For future NOR Team budgets, the additional cost would be covered by not backfilling a Judicial Registrar position in the NSW registry when a registrar leaves the Court. It is envisaged that due to retirement etc. this would occur within the 2019/2020 financial year or possibly earlier. This would be an approximate savings of \$191,862 (Salary: \$150,391, Super: \$25,471, Allowance: \$16,000), resulting in no additional costs in future budgets.

POSITION	SUCCESSFUL CANDIDATE	NOR TEAM BUDGET	CURRENT REMUNERATION OF CANDIDATE	PROPOSED REMUNERATION OFFER	NOR TEAM BUDGET IMPLICATION – <b>BASED ON FULL YEAR COSTS</b>
Senior National Judicial Registrar (SES2)	<b>Paul Farrell</b> (Syd)	<ul style="list-style-type: none"> <li>▪ \$342,813</li> <li>- Salary:\$278,000</li> <li>- Super: \$42,813</li> <li>- Car Allowance: \$22,000</li> </ul>	<ul style="list-style-type: none"> <li>▪ \$303,400</li> <li>- Salary:\$260,000</li> <li>- Super: \$23,400 (9%)</li> <li>- Bonus: \$20,000</li> </ul>	<ul style="list-style-type: none"> <li>▪ \$322,040</li> <li>- Salary:\$260,000</li> <li>- Super: \$40,040</li> <li>- Car Allowance: \$22,000</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Savings: \$20,773</b></li> </ul>
National Judicial Registrar – NSW (SES1)	<b>Susan O'Connor</b>	<ul style="list-style-type: none"> <li>▪ NIL</li> </ul>	<ul style="list-style-type: none"> <li>▪ \$250,000 plus potential bonus</li> <li>- Salary:\$229,468</li> <li>- Super: \$20,532</li> <li>- Bonus: potential bonus of up to 35% of salary or \$87,5000, dependent on the financial performance of the firm, group and individual;</li> <li>- Other entitlements, such as, car space and salary continuance insurance.</li> </ul>	<ul style="list-style-type: none"> <li>▪ \$287,420</li> <li>- Salary: \$230,000</li> <li>- Super: \$35,420</li> <li>- Car Allowance: \$22,000</li> </ul>	<ul style="list-style-type: none"> <li>▪ Cost: \$287,420</li> </ul>

National Judicial Registrar - NSW <b>(SES1)</b>	<b>TBC</b> (Drew Pearson declined offer)	<ul style="list-style-type: none"> <li>NIL</li> </ul>	<ul style="list-style-type: none"> <li>\$238,328</li> <li>- Salary:\$ \$187,460</li> <li>- Super: \$28,868</li> <li>- Car Allowance: \$22,000</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>Cost: \$238,328</li> </ul>
National Judicial Registrar & District Registrar – VIC Registry <b>(SES1)</b>	<b>Tim Luxton</b>	<ul style="list-style-type: none"> <li>\$238,328</li> <li>- Salary:\$ \$187,460</li> <li>- Super: \$28,868</li> <li>- Car Allowance: \$22,000</li> </ul>	<ul style="list-style-type: none"> <li>\$238,328 - Acting</li> <li>- Salary: \$187,460</li> <li>- Super: \$28,868</li> <li>- Car Allowance: \$22,000</li> </ul>	<ul style="list-style-type: none"> <li>\$238,328</li> <li>- Salary:\$ \$187,460</li> <li>- Super: \$28,868</li> <li>- Car Allowance: \$22,000</li> </ul>	<ul style="list-style-type: none"> <li>Budget neutral</li> </ul>
National Judicial Registrar <b>VIC</b> <b>(Legal 2)</b>	<b>Claire Gitsham</b>	<ul style="list-style-type: none"> <li>Budget: \$231,328: Backfilling Tim's role (Salary - \$187,460, Allowance, \$15,000, Super - \$28,868)</li> </ul>	<ul style="list-style-type: none"> <li>Did not advise but confirmed would require the following remuneration:</li> <li>\$264,340</li> <li>- Salary: \$210,000</li> <li>- Super: \$32,340</li> <li>- Car Allowance: \$22,000</li> </ul>	<ul style="list-style-type: none"> <li>\$264,340</li> <li>- Salary: \$210,000</li> <li>- Super: \$32,340</li> <li>Car Allowance: \$22,000</li> </ul>	<ul style="list-style-type: none"> <li>Cost: \$33,012</li> </ul>
National Judicial Registrar & District Registrar – QLD Registry <b>(Legal 2)</b>	<b>Murray Belcher</b>	<ul style="list-style-type: none"> <li>\$238,328 :</li> <li>- Salary:\$ \$187,460</li> <li>- Super: \$28,868</li> <li>- Car Allowance: \$22,000</li> <li>Also budget savings of \$212,648 from:</li> <li>- Not filling a Judicial Registrar role is 190,648 (Salary - \$165,207 &amp; Super – \$25,441)</li> <li>- Not offering Murray \$22,000 car allowance</li> </ul>	<ul style="list-style-type: none"> <li>\$238,328 - Acting</li> <li>- Salary:\$ \$187,460</li> <li>- Super: \$28,868</li> <li>- Car Allowance: \$22,000</li> <li>\$190,648 - Nominal</li> <li>- Salary:\$165,207</li> <li>- Super: \$25,441</li> </ul>	<ul style="list-style-type: none"> <li>\$216,328</li> <li>- Salary:\$ \$187,460</li> <li>- Super: \$28,868</li> </ul> <p><b>Note:</b></p> <ul style="list-style-type: none"> <li>DR position but not at SES1 level</li> <li>Not offering car allowance</li> </ul>	<ul style="list-style-type: none"> <li>Savings: \$212,648</li> </ul>
National Judicial Registrar & District Registrar – WA Registry <b>(Legal 2)</b>	<b>Russell Trott</b>	<ul style="list-style-type: none"> <li>\$238,328</li> <li>- Salary:\$ \$187,460</li> <li>- Super: \$28,868</li> <li>- Car Allowance: \$22,000</li> <li>Budget savings of \$22,000 as not offering Russel car allowance</li> </ul>	<ul style="list-style-type: none"> <li>\$238,328</li> <li>- Salary:\$ \$187,460</li> <li>- Super: \$28,868</li> <li>- Car Allowance: \$22,000</li> </ul>	<ul style="list-style-type: none"> <li>\$216,328</li> <li>- Salary: \$187,460</li> <li>- Super: \$28,868</li> </ul> <p><b>Note:</b></p> <ul style="list-style-type: none"> <li>DR position but not at SES1 level</li> <li>Not offering car allowance</li> </ul>	<ul style="list-style-type: none"> <li>Savings: \$22,000</li> </ul>

National Judicial Registrar – <b>WA</b> Registry <b>(Legal 2)</b>	<b>Mathew Benter</b>	<ul style="list-style-type: none"> <li>▪ Budget \$133,000: Not replacing Elizabeth Stanley is savings of \$173,551 (Salary - \$150,391 &amp; Super - \$23,160) minus \$40,000 for Mathew's allowance = \$133,000</li> </ul>	<ul style="list-style-type: none"> <li>▪ Thought the following SES1 arrangements were too low</li> <li>▪ \$238,328 <ul style="list-style-type: none"> <li>- Salary:\$187,460</li> <li>- Super: \$28,868</li> <li>- Car Allowance: \$22,000</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>▪ \$216,328 <ul style="list-style-type: none"> <li>- Salary: \$190,000</li> <li>- Super: \$28,868</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Savings: \$133,000</b></li> </ul>
Judicial Registrar & District Registrar – <b>TAS</b> Registry <b>(Legal 2)</b>	<b>Susie Stone</b>	<ul style="list-style-type: none"> <li>▪ \$175,862 <ul style="list-style-type: none"> <li>- Salary:\$150,391</li> <li>- Super: \$25,471</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>▪ \$175,862 plus removalist costs <ul style="list-style-type: none"> <li>- Salary:\$150,391</li> <li>- Super: \$25,471</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>▪ \$191,862 <ul style="list-style-type: none"> <li>- Salary: \$150,391</li> <li>- Super: \$25,471</li> <li>- Allowance - \$16,000</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>▪ Costs: \$16,000</li> </ul>